



10 Ways to Find and Keep Talented Employees



1. Always Be on the Lookout for Potential Future Employees

Keep business cards on hand that are expressly designed to recruit talented individuals. Business cards can have your information on one side, company benefits listed on the other.



2. Monitor Reviews

Review your company on Glassdoor.com to see what current and former staff members are saying about working for your company.



3. Gather Feedback from Your Employees

Survey your current employees to find out their likes and dislikes about working for your company.



4. Review Your Onboarding Programs

Making sure new employees feel validated in selecting your company as the one to work for is crucial. Just as new residents make their renewal decision early in their residency as your community, your employees are much the same in making their decision to stay early in their career with your company.



5. Learn from Others

Look at companies such as Camden Residential, the Bozzuto Group and other multifamily organizations that are consistently recognized as great places to work. Find out what they do to retain their top talent and try to emulate what you can.



6. Referrals

Encourage employees to refer their friends and family to work for your organization.



7. Show Your Appreciation

Consistently show your team members that you appreciate all that they do.



8. Implement an Incentive Program

Reward long-term team members with incentives such as 'anniversary bonuses.'



9. Communication is Key

Keep the levels of communication open and clear at all times.



10. Training

Train, train, and train some more.

Conclusion

Lastly, don't resort to filling a position with a 'warm body' because you're tired of working extra hours to cover the open position. You know that will only backfire. Consider using a temp agency who specializes in multifamily to get you through until you find that one, perfect candidate. Bad hires will only cause you more problems in the end.

